

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, March 2, 1990, at 3:00 p.m. in the Baxter Room of the Capital Hotel in Little Rock, Arkansas, with the following officers and members present, to-wit:

Chairman: Dr. Harold Chakales  
 Vice Chairman: Mr. Herby Branscum  
 Secretary: Mr. Ben F. Burton  
 Mr. James W. Ahlf  
 Mrs. Elaine Goode  
 Mr. Joe M. White

and with the following absent, to-wit: Mr. B. J. McCoy

constituting a quorum of said Board, at which meeting the following business was transacted, to-wit:

Minutes of the last meeting, December 1, 1989, were approved as circulated on motion by Mr. White, seconded by Mr. Burton, and passed.

#### PRESIDENT'S REPORT

President Thompson reported on the following items:

##### Accreditation Reports -

- a. The American Assembly of Collegiate Schools of Business visited on campus February 8, 9, 1990. The American Assembly of Collegiate Schools of Business meeting will be held in San Francisco, California, April 19-23, 1990, and will be attended by President Thompson, Dr. Bill Berry and Dr. Conrad Carroll;
- b. UCA received an outstanding review from the American Occupational Therapy Association. The team visited our campus February 12, 13, 14, 1990, and recommended that UCA give consideration to a graduate degree program in Occupational Therapy;
- c. There will be a North Central Association visit on April 9, 10, 11, 1990;
- d. There will be a National Council for Accreditation of Teacher Education visit to the campus in the fall of 1992.

Athletic Matters - The following is an athletic statement draft for consideration as a Board policy at a later date. President Thompson asked for suggestions from the Board members.

#### DRAFT

The athletic directors of the Arkansas Intercollegiate Conference (AIC) voted recently that our institutions should examine a transfer from the National Association of Intercollegiate Athletics (NAIA) to the National Collegiate Athletic Association (NCAA). I take the occasion to inform the Board of Trustees of my views on the matter as it affects the University of Central Arkansas.

On the basis of information provided by our athletic director and comments I have heard from others, I have little doubt that a move to the NCAA would be in the best interest of the AIC athletic programs. The NAIA is a fine organization, but the financial base of the NCAA allows it to provide better services and more support, financial and otherwise, to its participating athletic programs.

When the focus is shifted from the athletic program to an institutional perspective, most of the pertinent considerations still weigh in favor of joining the NCAA. One of the few negative considerations, to my mind, is a legitimate concern that moving to the NCAA portends greater emphasis upon athletics and might result in larger athletic expenditures and deficits.

If we transfer to NCAA Division II, three of the AIC private schools will be required to add one additional team sport, thereby incurring some additional costs. The public institutions, however, should not incur additional costs and may, in fact, see savings. Nevertheless, concern about athletic versus academic priorities is both deep, widespread, and often warranted.

We place far too much emphasis upon athletics in the United States, from junior high school through professional competition. In this respect, colleges and universities reflect their environment. Having worked at a university with a nationally competitive NCAA Division I program and at a campus which aspires to develop one, I have seen from close range the problems which athletics can create. I do not want the University of Central Arkansas to be better known for its athletic prowess than for its academic programs or to embark upon an expensive quest for athletic glory in which the goal is always just beyond the horizon.

Neither do I endorse the notion that athletic programs should, at an institution such as UCA, be financially self-supporting. The only athletic programs which are likely to be self-supporting are the high-profile, nationally competitive programs which, in my judgment, most seriously distort a university's values and purposes. I would rather see all our athletic programs terminated than to see UCA chase that illusory rainbow.

Experience has taught me that none of us can recreate the world to our own liking. College football may not, as the Arkansas Gazette editorialized recently, be as popular as it once was. But collegiate athletic programs have a long history and are not likely to disappear. And whatever individuals may think of their intrinsic merit, their bearing upon the competitive relationship among colleges and universities, especially in our intra-state rivalries, is difficult to discount.

Cognizant of these realities, I take it to be one of my responsibilities at UCA to maintain a successful athletic program that meets the following standards:

- (1) it is subordinate to our academic interests;
- (2) it provides personal opportunity to young men and women of Arkansas;
- (3) it has reasonable academic requirements for its participants; and
- (4) it operates with high ethical standards and within reasonable financial limits.

Not long after arriving at UCA, I suggested to the Board of Trustees that it is a reasonable financial limitation to hold athletic expenditures each year below three percent of current fund revenues. The Board took no vote but indicated its general agreement. I continue to believe that such a limitation is reasonable, although I anticipate that the percentage should decline as UCA's budget grows.

Examination of our athletic budgets in recent years will show that the only substantial increases have been (1) increased scholarship allocations necessitated by higher tuition rates and (2) salary improvements for existing staff. We have added no staff positions, and other cost increases have been quite modest. In fact, athletic expenditures have remained at almost the same level for the past several years, while university budgets have grown substantially.

I recommend to the Board of Trustees UCA support the AIC move to the NCAA. I recommend, however, that the Board of Trustees place the following limitations upon our athletic program as conditions to NCAA affiliation.

(1) Budgeted athletic expenditures should be restricted each year to no more than three per cent (3%) of current fund revenues. If we continue to grow, that percentage figure may need to be revised downward in future years, but it should not be exceeded even if growth does not occur.

(2) In the absence of state action, UCA should place a second limitation upon athletic finances. I suggest that we set a five year goal of bringing the amount by which our athletic expenses exceed our athletic department income to 2% of our current fund revenues each year. If the excess expenditures should exceed that figure in any subsequent year, it should be retired by private donations or by student fees imposed specifically for that purpose. In effect this mechanism gives to the athletic department incentives to raise private support and can be structured to give to the student body a voice in determining the level of athletic spending.

(3) With one exception, UCA should limit its future athletic scholarship awards to Arkansas high school graduates and residents. The exception to the limitation would be that children of UCA alumni should qualify for the scholarships regardless of residence. To my mind, the most compelling argument in favor of athletic scholarships is that they provide opportunities for students to attend college who might otherwise not have had or have taken advantage of the opportunity. I see no reason, however, why the taxpayers of Arkansas should provide those opportunities to student athletes from other states or to individuals who have no prior affiliation with UCA.

Because our athletic department has done such a superb job of recruiting athletes from Arkansas, and because the reputation of our academic and athletic programs is good, the limitation is not likely to have serious impact upon any of our sports. Yet the rule will underscore the crucial point that our athletic programs provide opportunities to Arkansas students.

(4) UCA should adhere to the academic requirements of the NCAA or the NAIA, whichever is higher. No limitation upon athletic scholarships and no restraint upon athletic expenditures will assure that an athletic program is appropriate to its university setting if the students who participate fail in their academic endeavors. This approach should assure that our requirements for student athletes are at least as high as those of our peer institutions.

My authority over athletic programs at the University of Central Arkansas is shared with others. When we expand our view to the statewide athletic debate, my influence is even more limited. Nevertheless, if the Board will indulge me for a moment, I would like to suggest a general approach which would put the athletic debate behind all our colleges and universities and enable us to get on with the more important matters. My proposal is simple, workable, and fair to all. It is based upon the assumption that with the exception of the University of Arkansas, Fayetteville, our colleges and universities are better occupied competing athletically against each other, not chasing the mirage of national athletic glory. It is as follows:

1. If the Board adopts the recommendations I outline above, UCA will not offer new state-funded athletic scholarships to out-of-state students (except children of alumni). I suggest that for a five year period all other AIC schools be allowed to continue offering scholarships to out-of-state students in whatever number they think appropriate. During this time a formula should be devised limiting the percentage of state-funded out-of-state scholarships which AIC schools are allowed to offer. The smaller the school, the larger the percentage of state-funded out-of state scholarships the institution should be allowed. This disparate treatment would create, to use an athletic analogy, a more level playing field in the AIC.

2. During the five-year period mentioned above, Arkansas State University and the University of Arkansas at Little Rock should phase out the state-funded out-of-state scholarships they now offer. At the expiration of the five-year period, those institutions and the University of Arkansas at Pine Bluff should join the AIC as NCAA division II teams.

3. During the same period, the Department of Higher Education, in cooperation with the AIC schools, should develop a formula limiting athletic expenditures and the so-called deficits. The formula should take into account relevant factors such as the size of the institutions and the number of participating student athletes at each institution but should allocate some base amount for all institutions, regardless of size, to assure fair treatment to the smaller institutions.

4. At the end of the five-year period, all four-year institutions in the state, with the exception of the University of Arkansas, Fayetteville, would be NCAA division II teams and all would be members of the AIC. Each AIC school would be subject to the formula allotting out-of-state scholarships in inverse proportion to size. The state would then have a competitive league of public and private institutions and one nationally competitive program--Fayetteville--subject to the same formula as are AIC schools insofar as state-allocated funds are concerned.

The University of Arkansas, Fayetteville, like the other state supported institutions, would not be allowed to utilize state funds for out-of state athletic scholarships. However, with the substantial private support the Fayetteville athletic program generates, it could reasonably expect to continue its athletic programs at current levels. The AIC schools--consisting then of all institutions except Fayetteville--could then move toward whatever further limitations on athletic scholarships and funding the league and the state might find appropriate.

We would have a statewide athletic league that would be very competitive and a great deal of fun, but we could focus more of our competitive energies--and our resources--upon our academic competition. We would all be better institutions, and we would save the taxpayers of Arkansas a great deal of money.

**MINERAL LEASE FUNDS** - The University was recently notified that the State is releasing \$4 million in mineral lease funds which comes from mineral leases on federal lands located in Arkansas. UCA's portion is \$327,000. These funds are to be used for major maintenance projects previously approved by the State Board of Higher Education in the 1989-91 Biennial Capital Request. Coupled with the \$50,000 approved by the UCA Board of Trustees at the August 11, 1989 meeting, these funds will allow us to renovate the air-conditioning and electrical systems in Main, replace ceiling tiles in Ida Waldran Auditorium, and carry out other deferred maintenance projects in Main and Snow Fine Arts Building.

**Health Insurance Up-date** - President Thompson reported that 45% of UCA employees are on the HMO plan, and 55% are on the standard plan; HMO is allowing some testing in Conway Memorial Hospital.

**Campus Beautification** - President Thompson reported that 200 trees have been set out and 400 azaleas have been ordered. Shrubs are to be planted in and around the parking lots, and trees are being pruned. The first phase of campus lighting is out for bids.

**Reports on Searches** - A new committee, chaired by Dr. Clint Johnson, has been appointed for the Graduate Dean search. Thirty applications have been received and screening begins next week.

The application period has been extended and closes next week for the Education Dean search. Dr. Bobby Williams chairs this committee.

**Budget Preparation** - The next Board meeting is scheduled for April and will deal with budget and salary increases for faculty/staff. Mr. Branscum requested copies of the budget to study before the next Board meeting. Dr. Hardy distributed faculty/administration salary comparisons.

**Physical Plant -**

- a. Torreyson Library expansion will take 1 1/2 years to complete;
- b. The Commons building is 70% complete;
- c. An architect has been hired for the residence halls;

- d. Selection of the architect for the Snow Fine Arts building has been narrowed to three;
- e. Reported that the Pi Kappa Alpha fraternity has purchased land to build a house and the Sigma Phi Epsilon fraternity has finished its house;
- f. Informed the Board of a pizza business opening on the southeast corner of Bruce and Donaghey.

Other -

- a. Discussed the role model mentor program for young black men. The first meeting will be held March 14, 1990, with Judge Henry Jones and Mr. Mahlon Martin participating;
- b. Reported that the Inter-Fraternity Council had banned open parties for fraternities and sororities;
- c. Announced enrollment trends of 1846 compared to 1267 for Fall 1989, and 953 for Fall 1988, at the same time period.

**NEW BUSINESS**

QUEST FOR QUALITY - At the December 1, 1989, meeting a version of the 1980's "Quest for Quality" was submitted to the Board for its review prior to the first meeting in 1990. Although the revision continues the initiatives articulated in the original Quest for Quality statement, it places greater emphasis upon 1) services to non-traditional students, 2) international education, and 3) educational technology.

The statement has been discussed with students, faculty and staff and reviewed by the senates.

After discussion, Mr. Branscum made a motion to table discussion of the matter pending further study for addressing at the April Board meeting, seconded by Mr. White, and passed.

Dr. Chakales recommended a study be conducted on the future of the institution and requested President Thompson to present a proposal through the 90's at the April Board meeting.

TIAA/CREF - On August 22, 1989, the Securities and Exchange Commission approved the terms of a formal agreement between TIAA/CREF, the Commission and intervening parties. The terms of the agreement provide certain options to plan participants if, and only if, approved by the UCA Board of Trustees. The options available under the settlement are:

- A. Transfer to Alternate Funding. If the UCA Board approves, CREF accumulations may be transferred to two new CREF options that will be available during March 1990. One will be a Social Choice Account and the other will be a Bond Market Account. In addition, the settlement provides that with Board approval CREF accumulations may be transferred to other alternate funding vehicles outside of TIAA/CREF.

B. Cash Withdrawals On Retirement. Pursuant to the settlement, the following options are available with Board approval. They are:

1. The retiring employee may withdraw the entire CREF accumulation in cash;
2. The employee may be allowed to withdraw in cash only those accumulations attributed to the employees contributions; and,
3. No cash withdrawal will be permitted.

The advantages and disadvantages of the available options have been thoroughly studied by the Fringe Benefits Advisory Committee that solicited advice and information from the plan participants. The Fringe Benefits Advisory Committee has provided advice to the President.

The President recommended to the Board that:

1. Plan participants be given the option to transfer CREF accumulations to the two new CREF accounts, the CREF Bond Market Account and the CREF Social Choice Account within CREF;
2. That the Board authorize plan participants to withdraw 100% of all CREF accumulations upon retirement but not before the employee attains age 59 1/2; and,
3. That the transfer of CREF funds to alternate funding vehicles outside of TIAA/CREF not be authorized.

The following resolution to amend Board Procedure No. \_\_\_ was adopted upon motion by Mr. Burton, seconded by Mr. Ahlf, and passed:

**"BE IT RESOLVED: 'Retirement Benefits.'** Upon retirement at any age the participant shall be entitled under the terms of his or her TIAA and CREF annuity contracts to receive a monthly or other periodic income under one of the options set forth in such contracts. All options provide a lifetime income for the participant and all except one also provide for income to a spouse or other beneficiary. Descriptions of the income options are contained in the booklet, "Your Retirement Annuity." Provided, however, that participants who have attained the age of 59 1/2 years may elect to withdraw their entire CREF accumulation upon retirement.

and

**"BE IT FURTHER RESOLVED:** That a new paragraph be added to Board Procedure Number \_\_\_ that provides: Transferability. Plan participants may transfer CREF accumulations to the CREF Social Choice Account and the CREF Bond Market Account.

and

"BE IT FURTHER RESOLVED: That the administration is authorized to promulgate regulations necessary to implement this Board Policy."

TIAA/CREF PLAN CONTRIBUTIONS - Board Policy currently provides for TIAA/CREF plan contributions as a percent of regular salary as follows:

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
6%	10%	16%

A.C.A. §24-7-808(b) provides that each plan participant may match the contribution made by the University by contributing a like percent of his total regular compensation. An opportunity for plan participants to be able to contribute, in addition to the current 6%, up to an additional 4% of their own income in even percentages, provides a benefit to participants without a corresponding increase in cost to the University.

The following resolution to amend Board Procedure Number \_\_\_ was adopted upon motion made by Mr. Branscum, seconded by Mr. Ahlf, and passed:

"BE IT RESOLVED: That paragraph VI, Plan Contributions, of Board procedure number \_\_\_\_\_ be amended as follows: Contributions under this retirement plan referred to hereafter as 'Planned Contributions,' will be made on a monthly basis during the years of participation, except months in which no salary is paid, in accordance with the following schedule:

Plan Contributions as a Percent of Regular Salary

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
6%	10%	16%

"Alternatively, when specifically requested by individual plan participants, plan contributions may be made in even percentages in accordance with the following schedule:

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
7, 8, 9, or 10%	10%	20%

"Plan contributions by the participants will be deducted from salary payments or, if elected by the participants, will be made on a tax deferred basis under an agreement for salary reduction executed in accordance with §403(b) of the Internal Revenue Code.

"Plan contributions shall be forwarded to TIAA/CREF to be applied as premiums on regular retirement annuity contracts owned by the participants and may be allocated by the participant between TIAA/CREF in any proportion which does not result in a fraction."

**BOARD OF TRUSTEES' LECTURE SERIES** - For the '90-'91 fiscal year, funds are available for Special Board Projects, of which \$30,000.00 is being held in reserve for the Board of Trustees' Lecture Series. It has been suggested that one speaker/performer be selected by an ad hoc committee to be appointed by the Chairman of the Board of Trustees, which will include, among others, both Trustee and Faculty representation.

The following resolution was adopted upon motion made by Mr. Burton, seconded by Mrs. Goode, and passed:

"BE IT RESOLVED: That the Board of Trustees directs that the Trustees' Lecture Series be continued for '90-'91 with one speaker/performer to be selected by the Trustees' Lecture Series Committee which will be appointed by the Chairman of the Board of Trustees."

**PHYSICAL THERAPY RESIDENCE CREDIT** - There is a critical shortage of physical therapist assistants in Arkansas. The medical community has strongly urged making coursework in this field more accessible to prospective students. UCA plans to offer appropriate physical therapy assisting courses in selected cities. The A.A.S. degree in physical therapist assisting requires the completion of twenty-four of the last thirty credits in residence at the University.

The following resolution was adopted upon motion by Mr. Ahlf, seconded by Mr. White, and passed:

"BE IT RESOLVED: That credits earned in UCA physical therapy offerings in selected locations shall be considered the same as on-campus residence courses.

"BE IT FURTHER RESOLVED: That the faculty and administration are authorized to adopt appropriate academic requirements and limitations regarding such courses."

**INDUSTRIAL EDUCATION NAME CHANGE** - The College of Fine and Applied Arts and Sciences is recommending change of the title of its Department of Industrial Education to the Department of Technology. Recently, the industrial education curriculum at UCA has undergone substantial change. As a result of similar changes in our colleges and universities, public school programs have shifted from a materials-based curriculum to a technology emphasis. This new systems approach gives focus to the areas of manufacturing, construction, communications, power, and transportation. As a consequence, the name of these programs has changed from Industrial Arts, to "Technology Education." On the collegiate level, the "Division/Department of Technology," is the most popular title of administrative units responsible for the preparation of teachers and other professionals in this area.

Presently there are four degree programs offered by the Department of Industrial Education. These include the Associate degree in Vocational-Industrial Education, the Bachelor of Science in Education, the Bachelor of Science in Industrial Technology, and the Bachelor of Science in Manual Arts Therapy. Central to all of these programs is the study of technology. Changing the name of the UCA Department of Industrial Education to the Department of Technology more accurately describes the existing curriculum, and is consistent with national trends.

The following resolution was adopted upon motion by Mr. White, seconded by Mrs. Goode, and passed:

**"BE IT RESOLVED: The UCA Board of Trustees approves a change in the name of the Department of Industrial Education to the 'Department of Technology.' This action to become effective immediately."**

**UNIVERSITY ARCHITECT:** - The Board approved the position of architect for miscellaneous projects at the December 1, 1990, meeting. With this approval in hand, the administration set about the normal routine of advertising and selecting a candidate for that position.

The following resolution was adopted upon motion by Mr. Branscum, seconded by Mr. White, and passed:

**"BE IT RESOLVED: That the administration is authorized to employ Kenneth R. Ingram, P.A., 222 Industrial Blvd., Conway, AR 72032, as the architect for miscellaneous projects for the remainder of fiscal year 1989-90 and the entire fiscal year 1990-91."**

**SUMMER ATHLETIC CAMPS** - Act 707 of 1981 (Ark. Code Ann. §6-62-401 (1987)) governs the use of campus facilities by employees of state institutions of higher learning to conduct certain outside work for private compensation. While the Act authorizes boards of trustees to grant permission for such activities, it requires that the boards make express findings of fact in certain areas. It also requires that the boards reduce this permission to writing, which must include a statement of charges to be paid to UCA as the costs associated with operating and maintaining the facilities which will be temporarily devoted to the particular activity conducted by that employee.

The following findings of fact, permissions, and resolutions to amend Board Policy Number \_\_\_ (Summer Athletic Camps) and to be added to Board Policy Number \_\_\_ (Space Utilization Policy and Procedures) were adopted upon motion by Mr. Branscum, seconded by Mrs. Goode, and passed:

**"WHEREAS, there are three primary purposes for developing summer athletic camps: (1) as a public service to youngsters throughout the state by providing intensive instruction in athletic skills; (2) as a source of supplementary income for the members of the athletic staff who develop and conduct these programs; and (3) as a supplemental source of support for the athletic programs of the University of Central Arkansas; and**

"WHEREAS, the summer athletic camps involve no conflict of interest with the mission and purpose of the University of Central Arkansas; and

"WHEREAS, the summer athletic camps will bring to the campus a significant number of persons who are potentially future students who might tend to enroll at the University as a result of their exposure to its facilities and its personnel while engaged in these activities; and

"WHEREAS, the summer athletic camps will generate funds to be paid to the University of Central Arkansas for housing, meals, and for the use of other institutional facilities and resources which will produce significant revenues in support of the auxiliary functions of the campus, and

"WHEREAS, summer athletic camps as permitted herein do not readily fall into any of the four categories identified as "University activities" for determining fee assessment in the University's current Space Utilization Policies and Procedures;

"THEREFORE, BE IT RESOLVED: That the Board hereby grants permission for the following athletic camps to be conducted during the summer of 1990 and approves the following statement of charges to be paid to the University as the costs associated with operating and maintaining the facilities which will be temporarily devoted to the camps:

SUMMER ATHLETIC CAMPS

Description and Statement of Charges to be paid to UCA as the costs associated with operating and maintaining the facilities which will be temporarily devoted to the summer athletic camps:

COLLEGE POTENTIAL BASKETBALL CAMP  
June 17-21, 1990

	Facility Fee
Sponsor ----- The Purple Circle Club	
Instruction ----- Arch Jones, Camp Director Don Dyer, Camp Director	
Facilities ----- Farris Center - Gym, Dressing Rms., PC Room (5 days), Classroom (4 days), Pool (2 hrs.) Lobby	\$1,620.00 per session + \$25.00 lifeguard fee
Old Gym - Gym (5 days), Class- room (4 days)	

Housing -----	Arkansas Hall (4 nights)	\$6 per night per person
Food Service -----	Christian Cafeteria	*

Cost per session for resident campers will be \$150.00, including room and board. Cost per session for day campers will be \$75.00.

**GIRLS BASKETBALL CAMP**  
June 24-28, 1990

Sponsor -----	The Purple Circle Club	
Instruction -----	Ron Marvel, Camp Director	
Facilities -----	Farris Center - Gym, Dressing Rms., PC Room, Classroom (5 days) Lobby	\$1,275.00 per session
	Old Gym - Gym (3 days)	
Housing -----	Hughes Hall (4 nights)	\$6 per night per person
Food Service -----	Christian Cafeteria	*

Cost per session for resident campers will be \$150.00, including room and board. Cost per session for day campers will be \$75.00.

**BOYS JHS BASKETBALL CAMP**  
July 8-12, 1990

Sponsor -----	The Purple Circle Club	
Instruction -----	Arch Jones, Camp Director	
Facilities -----	Farris Center - Gym, Dressing Rms. PC Room, Classroom (5 days) Pool (2 hrs.) Lobby	\$1,575.00 per session + \$25.00 lifeguard fee
	Old Gym - Gym (5 days)	
Housing -----	Arkansas Hall (4 nights)	\$6 per night per person
Food Service -----	Christian Cafeteria	*

Cost per session for resident campers will be \$150.00, including room and board. Cost per session for day campers will be \$75.00.

GIRLS VOLLEYBALL CAMP  
July 22-26, 1990

Sponsor -----	The Purple Circle Club	
Instruction -----	Sallie Dalton, Camp Director	
Facilities -----	Farris Center - Pool (2 hrs.)	\$600.00 per session + \$25.00 lifeguard fee
	Old Gym - Gym, Dressing Rms. (4 days)	
Housing -----	Arkansas or Conway Hall (4 nights)	\$6 per person per night
Food Service -----	Christian Cafeteria	*

Cost per session for resident campers will be \$145.00,  
including room and board. Cost per session for day campers  
will be \$70.00.

BOYS BASKETBALL DAY CAMP  
August 6-8, 1990

Sponsor -----	The Purple Circle Club	
Instruction -----	Arch Jones, Camp Director	
Facilities -----	Farris Center - Gym, Dressing Rms., PC Room, Classroom (3 days) Old Gym - Gym (if necessary) (3 days)	\$495.00 per session (\$945.00 if Old Gym used)
Housing -----	n/a	
Food Service -----	n/a	

Cost per session will be \$45.00. Meals are extra.

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\*Food services are contracted with ARASERVE, Inc. UCA receives a  
12% commission.

\*\*Pursuant to a contract by and between the Purple Circle Club and  
U.C.A.'s Division of Continuing Education, Continuing Ed will  
render certain basic administrative services as provided therein  
for payment in the amount of \$1.00 per day per person enrolled each  
camp. It is anticipated that some of the summer athletic camps may  
utilize the administrative services of Continuing Ed for the  
provision of additional services which may be negotiated  
separately.

"BE IT FURTHER RESOLVED: THAT all summer athletic camps are to be conducted by and in the name of the Purple Circle Club, which will have the responsibility for hiring the camp director in charge of each summer athletic camp;

"BE IT FURTHER RESOLVED: THAT all summer athletic camp activities conducted on the University campus are to be coordinated and scheduled through the Master Calendar Office in the Division of Continuing Education;

"BE IT FURTHER RESOLVED: THAT the Purple Circle Club shall make known in all advertising or other publicity involving the summer athletic camps that participants are contracting with the Purple Circle Club and not with the University and that the University and the State of Arkansas do not assume any contractual obligations for the conduct of the summer athletic camps;

"BE IT FURTHER RESOLVED: THAT employees of the University are to participate in the summer athletic camps for private compensation only after they have discharged fully their employment responsibilities to the University; and

"BE IT FURTHER RESOLVED: THAT each employee who is authorized hereunder to conduct outside work for private compensation on or in campus facilities shall, within sixty days after completion of the employment, submit a complete financial report relating to the employment to the chief financial officer of the University, who shall submit to the Board of Trustees on an annual basis a summary of all such financial reports received by him."

CAPITAL PROJECTS - Listed below are eight capital projects which have been selected from a large list of capital requests presented by the various divisions of the University. The Board was requested to approve these projects to be financed primarily from year-end funds.

a.	Financial Aid Software Package	\$ 102,000.00
b.	2206 Bruce Street Property	35,000.00
c.	Underground Electric Utilities	1,000,000.00
d.	Columns on UCA Campus (2 sets)	35,000.00
e.	Renovation of PVAA	200,000.00
f.	Construction of Industrial Education Facility	200,000.00
g.	Renovation or Removal of Laney Hall	200,000.00
h.	Parking Lot Improvement - Armory and Stadium West	255,000.00

The following resolution was adopted upon motion by Mr. White, seconded by Mr. Ahlf, and passed:

**"BE IT RESOLVED: That the Board of Trustees authorizes the expenditure of funds for the capital projects indicated above as funds become available, provided however, that if items e, f, and g exceed \$200,000.00 each or if any project in c exceeds \$50,000, specific Board approval will be obtained for the excess on each project."**

**a. Financial Aid Software Package** - Computer software systems are available which would enhance the efficiency of the Student Financial Aid Office and permit the Student Aid Officers to dedicate more time to working with the students rather than performing clerical functions which would be accomplished by the software system. There would be an initial cost of \$81,000 for the software with an implementation cost of \$21,000 for a total of \$102,000. The ongoing maintenance fee for the software package is \$11,900 per year which would need to be incorporated in the operating budget in future years if this software package is purchased. This automation is needed to speed up the awarding of student financial aid and enable us to implement the fully automated registration system with advanced fee payments.

**b. 2206 Bruce Street Property** - Ophelia Fisher, former faculty member at the University of Central Arkansas, is placing her house on the market for \$35,000. This property is 73 feet wide and 140 feet deep, containing 10,220 square feet of land area and the house is wood frame with steel siding, containing 970 square feet, is approximately 25 years old and in very good condition. It has gas heat and contains one large window air-conditioning unit. Appraisals have been provided to the Board members. Each of the appraisers used the sales comparison approach to arrive at their appraised values. If you value the land at approximately \$15,000, this would leave the depreciated square foot cost of the house at approximately \$22 at a total price of \$35,000. This property is very desirable for the University, because of its location and our need for additional space to accommodate the new faculty required by our growth in student enrollment.

**c. Underground Electric Utilities** - The University earlier hired an electric engineer to explore placing our electric power lines underground. The engineer and our physical plant staff have met with Mr. Roger Mills of Conway Corporation, and the President and Vice President Bennie Horton have met with Mr. Jim Brewer, CEO of the Conway Corporation.

Placing all utility lines underground will be an expensive project, and it may be necessary to carry out the project in several phases. However, the total cost is likely to be substantially less if we can do the project in only one or two phases rather than numerous smaller stages.

Our plans are not yet detailed enough for Conway Corporation to provide specific cost estimates. A very preliminary estimate is that total project costs could be about \$1.25 million.

At this time, the President requests general approval of the project and authorization to spend up to \$1 million on the project, the work to be done under contract with the Conway Corporation, our service provider, as available funds permit.

**d. Columns on UCA Campus** - The University has columns at two entrances to the campus which are located on Donaghey Street. The entrance to the campus off Bruce Street at the northwest corner of Estes Stadium and the entrance off Farris Road by THD do not have columns. Columns at these two entrances would cost approximately \$17,500.00 per entrance and would be constructed of the same material and design as the columns on Donaghey Street. The total cost of this project is \$35,000. This project is part of our on-going effort to improve the appearance of the west side of our campus.

**e. Renovation of PVAA** - The annex used by the performing and visual arts components of the curriculum is in need of expansion and improvement. This project will provide additional room for the Art and Theatre, Speech and Journalism Departments. Additionally, these improvements will allow the University to address some serious problems concerning safety of students and faculty who use the facility. Finally, this work provides the opportunity to improve the general appearance of a building that for years was used as a maintenance building.

**f. Construction of Industrial Education Facility** - The Industrial Education Department which is currently housed in Laney Hall is going through a transition period which will culminate in a more viable program. With the programmatic changes, redesigned space is a must. If UCA continues to prepare teachers for the programs in public schools and at the vocational-technical schools, it is required that more and better space be provided.

**g. Renovation or Removal of Laney Hall** - With the move of the Industrial Education Department out of Laney Hall, the opportunity is provided for removal or redesign of this hall. It is possible that upon advice of the university architect, the building can be renovated and reassigned for use by the Physical Therapy Program. The Physical Therapy Program is in space inadequate for the expansion of that program, which was recently approved by the Board of Trustees. If renovation is not feasible, the building will be demolished.

**h. Parking Lot Improvement - Armory and Stadium West** - It is anticipated that the University's parking needs will continue to increase. A parking lot west of the Armory that will furnish approximately 175 graveled spaces is estimated to cost \$57,000. To develop the lot west of Estes Stadium into parking that would include some drainage, asphalt, and lighting, the cost is estimated to be \$198,000 and will furnish approximately 260 parking spaces. This area is presently used for parking, but due to its poor drainage cannot be fully utilized during the late fall, winter and spring. The estimated cost for both lots is \$255,000.

Dr. Chakales requested President Thompson to give a report at the April Board meeting on the nursing program.

Discussion was held on granting degrees with Board authorization at the end of the fall semester.

Executive session for the purpose of considering personnel was declared upon motion by Mr. White, seconded by Mrs. Goode, and passed:

The following tenure and promotion recommendations, adjustments, appointments, resignations and retirement were approved upon motion by Mr. White, seconded by Mr. Ahlf, and passed:

TENURE

<u>NAME</u>	<u>DEPARTMENT</u>	<u>COLLEGE</u>
Addison, Steven	Physics	Sciences and Humanities
Eldridge, Hudson	Physics	Sciences and Humanities
Fowler, James	English	Sciences and Humanities
Gaughan, Richard	English	Sciences and Humanities
Harvey, Charles	Philosophy	Sciences and Humanities
Langston, Dwight	Foreign Lang.	Sciences and Humanities
Pouwels, Joel	Foreign Lang.	Sciences and Humanities
Pouwels, Randall	History	Sciences and Humanities
Reynolds, Gerald	Geography	Sciences and Humanities
Stengel, Wayne	English	Sciences and Humanities
Thurman, Glenda	Ed.Med./Lib.	Education
Urwin, Greg	History	Sciences and Humanities

PROMOTIONProfessor

Bell, Jim	QMIS	Business
Corcoran, Eugene	History	Sciences and Humanities
Lammers, Jane	Health Ed.	Fine & Applied Arts & Sci.
Larsen, Pat	Art	Fine & Applied Arts & Sci.
Lovelace-Chandler, V.	Physical Ther.	Fine & Applied Arts & Sci.
Phillips, Helen	Art	Fine & Applied Arts & Sci.
Taylor, Theman	History	Sciences and Humanities
Seifert, Charles	Mathematics	Sciences and Humanities

Associate Professor

Addison, Stephen	Physics	Sciences and Humanities
Attwell, Art	Childh. Ed.	Education
Butcher, Steve	Mathematics	Sciences and Humanities
Clough, Dick	Adm./Sec.Ed.	Education
Kordsmeier, William	Economics	Business
Moss, Susan	Spc.Lang.Path.	Education
Willenbrink, Robert	Speech	Sciences and Humanities

Assistant Professor

Brech, Detri	Home Ec.	Fine & Applied Arts & Sci.
Hobson, Richard	Music	Fine & Applied Arts & Sci.
Johnson, Scott	Music	Fine & Applied Arts & Sci.
Lancaster, Rebecca	Nursing	Fine & Applied Arts & Sci.
Stroman, Sheila	Nursing	Fine & Applied Arts & Sci.

Appointments:

1. Jesse Thompson, Instructor, Part-time, Accounting, spring semester, @ a gross salary of \$1,400.00.
2. Frank Shaw, Instructor, Part-time, Accounting, spring semester, @ a gross salary of \$2,800.00.
3. Michael Sutterfield, Instructor, Part-time, Accounting, spring semester, @ a gross salary of \$1,400.00.
4. Stephen Kerr, Instructor, Part-time, Accounting, spring semester, @ a gross salary of \$1,400.00.

Appointments, continued:

5. William Crow, Instructor, Part-time, Admin./Secondary Education, spring semester, @ a gross salary of \$1,200.00.
6. Carolyn Jones, Instructor, Part-time, Admin./Secondary Education, spring semester, @ a gross salary of \$3,600.00.
7. Estel Hopkins, Instructor, Part-time, Admin./Secondary Education, spring semester, @ a gross salary of \$2,400.00.
8. Raymond Simon, Adjunct Professor, Administration/Secondary Education, spring semester, @ a gross salary of \$1,250.00.
9. Ellen Ishee, Instructor, Part-time, Art, spring semester, @ a gross salary of \$1,200.00.
10. Leslie Mangiamele, Instructor, Part-time, Art, spring semester, @ a gross salary of \$2,400.00.
11. Gertrude Casciano, Instructor, Part-time, Art, spring semester, @ a gross salary of \$2,400.00.
12. Ellen Bard, Instructor, Part-time, Art, spring semester, @ a gross salary of \$2,400.00.
13. Jeff Kessinger, Instructor, Part-time, Art, spring semester, @ a gross salary of \$2,400.00.
14. Dominique Simmons, Instructor, Part-time, Art, spring semester, @ a gross salary of \$1,200.00.
15. Brooks Hollingsworth, Assistant Football Coach, Athletics, effective February 1, 1990 to July 1, 1990, @ a gross monthly salary of \$2,625.00.
16. Clifton Ealy, Assistant Football Coach, Athletics, effective March 15, 1990 to July 1, 1990, @ a gross monthly salary of \$2,625.00.
17. Judy Gabbard, Instructor, Part-time, Biology, spring semester, @ a gross salary of \$2,400.00.
18. Dunn Jones, Instructor, Part-time, Biology, spring semester, @ a gross salary of \$1,200.00.
19. Jack Mobley, Instructor, Part-time, Biology, spring semester, @ a gross salary of \$12,000.00.
20. Beth Senne, Instructor, Part-time, Biology, spring semester, @ a gross salary of \$2,400.00.
21. Kevin McDermott, Lab Assistant, Part-time, Biology, spring semester, @ a gross salary of \$1,700.00.
22. Nancy Shaw, Instructor, Part-time, Childhood Education, spring semester, @ a gross salary of \$4,800.00.
23. Hazel Seay, Instructor, Part-time, Childhood Education, spring semester, @ a gross salary of \$1,200.00.
24. Brenda Tyler, Instructor/Supervisor of Student Teachers, Childhood Education, spring semester, @ a gross salary of \$2,400.00.

Appointments, continued:

25. Joseph LaFace, Instructor, Part-time, Economics & Finance, spring semester, @ a gross salary of \$1,400.00.
26. James Packer, Associate Professor, Economics & Finance, effective August 15, 1990, @ a gross salary of \$52,900.00.
27. Robert Price, Instructor, Part-time, Educational Media/Library Science, spring semester, @ a gross salary of \$1,200.00.
28. Gary Floden, Instructor, Part-time, English, spring semester, @ a gross salary of \$2,400.00.
29. Norma Tio, Instructor, Part-time, English, spring semester, @ a gross salary of \$1,200.00.
30. Kay Walter, Instructor, English, spring semester, @ a gross salary of \$9,500.00.
31. Cathryn O'Brien, Instructor, Part-time, Foreign Languages, spring semester, @ a gross salary of \$1,200.00.
32. Dolores Rogers, Instructor, Part-time, Foreign Languages, spring semester, @ a gross salary of \$2,400.00.
33. Nancy Clark, Instructor, Part-time, Health Education, spring semester, @ a gross salary of \$1,200.00.
34. Glenn Irion, Assistant Professor, Tenure-track, Health Sciences, effective August 15, 1990, @ a gross salary of \$28,250.00.
35. Mary Landreth, Instructor, Part-time, History, spring semester, @ a gross salary of \$2,400.00.
36. James Brent, Instructor, Part-time, History, spring semester, @ a gross salary of \$2,400.00.
37. Phyllis Amro, Instructor, Part-time, History, spring semester, @ a gross salary of \$2,400.00.
38. James Owen, Instructor, Part-time, History, spring semester, @ a gross salary of \$1,200.00.
39. Kevin Sanford, Instructor, Part-time, History, spring semester, @ a gross salary of \$2,400.00.
40. Susan Standridge, Instructor, Part-time, History, spring semester, @ a gross salary of \$1,200.00.
41. Cathy Urwin, Instructor, Part-time, History, spring semester, @ a gross salary of \$1,200.00.
42. Betty Uzman, Assistant Professor, History, with one year credit toward promotion and tenure, effective August 15, 1990, @ a gross salary of \$25,600.00.
43. James Herr, Instructor, Part-time, Industrial Education, spring semester, @ a gross salary of \$1,200.00.
44. Pam Milburn, Instructor, Part-time, Marketing/Management, spring semester, @ a gross salary of \$2,400.00.
45. Darrel Coleman, Instructor, Part-time, Marketing/Management, spring semester, @ a gross salary of \$2,400.00.

Appointments, continued:

46. Dwayne Collins, Instructor, Part-time, Mathematics & Computer Science, spring semester, @ a gross salary of \$1,200.00.
47. Margaret Huff, Instructor, Part-time, Mathematics & Computer Science, spring semester, @ a gross salary of \$2,400.00.
48. Zhila Tabatabai, Instructor, Mathematics & Computer Science, spring semester, @ a gross salary of \$9,500.00.
49. Kathleen Smith, Instructor, Part-time, Mathematics & Computer Science, spring semester, @ a gross salary of \$1,200.00.
50. Martha Antolik, Instructor, Part-time, Music, spring semester, @ a gross salary of \$9,000.00.
51. Suzanne Banister, Instructor, Part-time, Music, spring semester, @ a gross salary of \$3,950.00.
52. Connie Bellinghausen, Instructor, Part-time, Music, spring semester, @ a gross salary of \$1,000.00.
53. Carolyn Brown, Instructor, Part-time, Music, spring semester, @ a gross salary of \$7,000.00.
54. Brian Conatser, Instructor, Part-time, Music, spring semester, @ a gross salary of \$3,800.00.
55. Gerry Gibson, Instructor, Part-time, Music, spring semester, @ a gross salary of \$2,000.00.
56. Janet Gingerich, Instructor, Part-time, Music, spring semester, @ a gross salary of \$704.00.
57. Timothy Kelley, Instructor, Part-time, Music, spring semester, @ a gross salary of \$4,800.00.
58. Jim Long, Instructor, Part-time, Music, spring semester, @ a gross salary of \$704.00.
59. Joe McSpadden, Instructor, Part-time, Music, spring semester, @ a gross salary of \$800.00.
60. Gay Pappin, Instructor, Part-time, Music, spring semester, @ a gross salary of \$2,600.00.
61. Jessica Shaver, Instructor, Part-time, Music, spring semester, @ a gross salary of \$3,000.00.
62. Charlotte Smith, Instructor, Part-time, Music, spring semester, @ a gross salary of \$2,400.00.
63. Sharon Thompson, Instructor, Part-time, Music, spring semester @ a gross salary of \$2,816.00.
64. Julie Zupan, Instructor, Part-time, Music, spring semester, @ a gross salary of \$1,000.00.
65. Sue Evans, Instructor, Part-time, Music, spring semester, @ a gross salary of \$1,200.00.
66. Robert Boury, Instructor, Part-time, Music, spring semester, @ a gross salary of \$2,400.00.
67. Susan Gatto, Instructor, Nursing, spring semester, @ a gross salary of \$11,500.00.

Appointments, continued:

68. Doris Tucker, Instructor, Nursing, spring semester, @ a gross salary of \$11,500.00.
69. Suzanne Baker, Instructor, Part-time, Occupational Therapy, spring semester, @ a gross salary of \$5,600.00.
70. Randall Berkey, Instructor, Part-time, Philosophy, spring semester, @ a gross salary of \$2,400.00.
71. Michael Pelt, Instructor, Part-time, Philosophy, spring semester, @ a gross salary of \$1,200.00.
72. Karen Moix, Instructor, Part-time, Physical Therapy, spring semester, @ a gross salary of \$1,100.00.
73. Jean Irion, Instructor, Physical Therapy, effective March 1, 1990 through June 30, 1990, @ a gross salary of \$11,667.00.
74. Mark P. Jones, Instructor, Part-time, Political Science, spring semester, @ a gross salary of \$1,200.00.
75. Ronnie Tucker, Instructor, Part-time, Political Science, spring semester, @ a gross salary of \$1,200.00.
76. Michael Murphy, Instructor, Part-time, Political Science, spring semester, @ a gross salary of \$1,200.00.
77. Beth Turner, Instructor, Part-time, Psychology/Counseling, spring semester, @ a gross salary of \$1,200.00.
78. Janice Engelkes, Instructor, Part-time, Psychology/Counseling, spring semester, @ a gross salary of \$1,200.00.
79. Ann Drake, Instructor, Part-time, Sociology, spring semester, @ a gross salary of \$2,400.00.
80. Fred Simmons, Instructor, Part-time, Sociology, spring semester, @ a gross salary of \$1,200.00.
81. Lynn Springfield, Instructor, Part-time, Special Education, spring semester, @ a gross salary of \$1,200.00.
82. Dena Hilliard, Instructor, Part-time, Special Education, spring semester, @ a gross salary of \$3,600.00.
83. Wayne Foster, Instructor, Part-time, Special Education, spring semester, @ a gross salary of \$1,200.00.
84. Kathy Roberts, Instructor/Adjunct Clinical Supervisor, Speech-Language Pathology, spring semester, @ a gross salary of \$750.00.
85. Sheri Carder, Instructor, Part-time, Speech, Theatre and Journalism, spring semester, @ a gross salary of \$2,400.00.
86. Jimmie Lee Williams, Instructor, Part-time, Speech, Theatre and Journalism, spring semester, @ a gross salary of \$2,400.00.
87. Ralph Wanamaker, Instructor, Tenure-track, Speech, Theatre and Journalism, effective August 15, 1990, @ a gross salary of \$25,000.00.

Appointments, continued:

88. Kathie B. George, Assistant Librarian, Torreyson Library, effective January 1, 1990 through June 30, 1990, @ a gross salary of \$12,000.00.

Adjustments:

1. Michael Isom, change from Assistant Football Coach/Men's Tennis Coach, @ a gross salary of \$33,020.00, to Head Football Coach, effective February 1, 1990 to July 1, 1990, @ a gross monthly salary of \$3,522.75.
2. Phillip Anderson, change from Chairman/Professor with tenure, English, @ a gross salary of \$55,810.00, effective June 30, 1990, to Professor, English, effective August 15, 1990, @ a gross salary of \$46,000.00.

Resignations:

1. Harold Horton, Head Football Coach/Assistant Athletic Director, effective January 23, 1989.
2. Charles Pinches, Philosophy, effective May 15, 1990.
3. Ronnie Kerr, Athletics, effective March 14, 1990.
4. Kim Hall, Admissions, effective February 2, 1990.

Open meeting was declared upon motion made by Mr. Branscum, seconded by Mr. Ahlf, and passed.

**OPEN MEETING**

The preceding tenure and promotion recommendations, adjustments, appointments, resignations, and retirement were approved upon motion made by Mr. White, seconded by Mr. Ahlf, and passed.

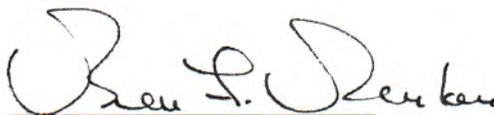
President's Home Renovation - Very little work of major proportions has been done to the President's Home in its fifty one year history. One of the first projects to be assigned to the university architect will be to conduct a complete survey of renovation needs to the President's Home. The completion of this assignment will enable the Board of Trustees to establish priorities where renovations are needed on university facilities.

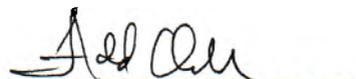
However, there is an immediate need to renovate the room and bath off the garage for use as a guest room. The project will require all new fixtures for the bathroom since the fixtures were all removed years ago and never replaced. The bedroom will have to have considerable refurbishing, and heat and air conditioning must be added.

The following recommendation, if the architect recommends, was adopted upon the motion of Mr. Branscum, seconded by Mr. Burton, and passed:

**"BE IT RESOLVED: That the Board of Trustees authorizes the expenditure of not more than \$20,000.00 for renovation projects at the President's Home."**

There being no further business to come before the Board, motion to adjourn was made by Mr. Branscum, seconded by Mr. White, and passed.

  
Mr. Ben F. Burton  
Secretary

  
Dr. Harold H. Chakales  
Chairman